

GRI Content Index	
Statement of use	Reporting in accordance with the GRI Standards for the period 1 January 2025 to 31 December 2025
GRI Standards used	GRI 1: Foundation 2021
GRI Sector Standard	N/A

GRI Indicator	Sustainability Report	Notes	
GRI 2: General Disclosures 2021			
The organization and its reporting practices			
2-1	Organizational details	Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
2-2	Entities included in the organization's sustainability reporting	Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
2-3	Reporting period, frequency and contact point	Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
2-4	Restatement of information	Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
2-5	External assurance	Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
Activities and workers			
2-6	Activities, value chain and other business relationships	1. Erion System 1.2 The Collective Schemes and ECO in 2025 2. The Collective Schemes and ECO 2.1 Erion WEEE 2.2 Erion Professional 2.3 Erion Energy 2.4 Erion Packaging 2.5 Erion Care 2.6 Erion Textiles 2.7 Erion Compliance Organization (ECO)	-
2-7	Employees	3. Data 3.2 Social data	-
2-8	Workers who are not employees	3. Data 3.2 Social data	-
Governance			
2-9	Governance structure and composition	1. Erion System 1.2 The Collective Schemes and ECO in 2025 1.2.1 Governance	-
2-10	Nomination and selection of the highest governance body	1. Erion System 1.2 The Collective Schemes and ECO in 2025 1.2.1 Governance	-
2-11	Chair of the highest governance body	1. Erion System 1.2 The Collective Schemes and ECO in 2025 1.2.1 Governance	-
2-14	Highest governance body's role in sustainability reporting	1. Erion System 1.2 The Collective Schemes and ECO in 2025 1.2.1 Governance Appendix 1: Methodological note on the preparation of the Report and materiality	-
2-16	Communication of critical concerns	1. Erion System 1.2 The Collective Schemes and ECO in 2025 1.2.1 Governance	-

Strategy, policies and practices			
2-22	Statement on sustainable development strategy	Letter to stakeholders	-
2-23	Policy commitments	1. Erion System 1.1 Erion, Extended Producer Responsibility 1.2 The Collective Schemes and ECO in 2025 3. Data 3.1 Environmental data	-
2-24	Embedding policy commitments	1. Erion System 1.2 The Collective Schemes and ECO in 2025 1.3 The Erion System's stakeholders 3. Data 3.1 Environmental data	-
2-25	Processes to remediate negative impacts	1. Erion System 1.1 Erion, Extended Producer Responsibility 1.2 The Collective Schemes and ECO in 2025 1.3 The Erion System's stakeholders 3. Data 3.1 Environmental data	-
2-26	Mechanisms for seeking advice and raising concerns	1. Erion System 1.2 The Collective Schemes and ECO in 2025	-
2-27	Compliance with laws and regulations	GRI Content Index	There were no instances of non-compliance with national laws and regulations in 2025
2-28	Membership associations	1. Erion System 1.3 The Erion System's stakeholders 2. The Collective Schemes and ECO 2.1 Erion WEEE 2.3 Erion Energy	-
Stakeholder engagement			
2-29	Approach to stakeholder engagement	1. Erion System 1.3 The Erion System's stakeholders	-
2-30	Collective bargaining agreements	3. Data 3.2 Social data	-
GRI 3 Material topics			
Material topics (2021)			
3-1	Process to determine material topics.	1. Erion System 1.4 Materiality analysis Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
3-2	List of material topics	1. Erion System 1.4 Materiality analysis Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
3-3	Management of material topics	1. Erion System 1.4 Materiality analysis Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-

GRI 200: Economic			
GRI 201: Economic Performance (2016)			
3-3	Management of material topics	1. Erion System 1.4 Materiality analysis 3. Data 3.3 Economic data Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
201-1	Direct economic value generated and distributed	3. Data 3.3 Economic data	-
GRI 203: Indirect economic impacts (2016)			
3-3	Management of material topics	1. Erion System 1.4 Materiality analysis 3. Data 3.3 Economic data Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
203-1	Infrastructure investments and services supported	3. Data 3.3 Economic data	-
203-2	Significant indirect economic impacts	3. Data 3.3 Economic data	-
GRI 204: Procurement practices (2016)			
3-3	Management of material topics	1. Erion System 1.4 Materiality analysis Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
204-1	Proportion of spending on local suppliers	1. Erion System 1.3 The Erion System's stakeholders	-
GRI 205: Anti-corruption (2016)			
3-3	Management of material topics	1. Erion System 1.2 The Collective Schemes and ECO in 2025 1.2.1 Governance 1.4 Materiality analysis Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
205-2	Communication and training about anti-corruption policies and procedures	1. Erion System 1.2 The Collective Schemes and ECO in 2025 1.2.1 Governance	-
205-3	Confirmed incidents of corruption and actions taken	1. Erion System 1.2 The Collective Schemes and ECO in 2025 1.2.1 Governance GRI Content Index	There were no incidents of corruption in 2025

GRI 206: Anti-competitive behaviour (2016)			
3-3	Management of material topics	1. Erion System 1.4 Materiality analysis Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
206-1	Legal actions for anti- competitive behaviour, anti-trust, and monopoly practices	1. Erion System 1.2 The Collective Schemes and ECO in 2025 1.2.1 Governance	-
GRI 300: Environmental			
GRI 301: Materials (2016)			
3-3	Management of material topics	1. Erion System 1.4 Materiality analysis 3. Data 3.1 Environmental data 3.1.2 Management performance of the Erion System 3.1.3 Recycling performance of the Erion System Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
301-1	Materials used by weight or volume	3. Data 3.1 Environmental data 3.1.2 Management performance of the Erion System 3.1.3 Recycling performance of the Erion System	The indicator has been adapted to the specificities of Erion
GRI 302: Energy (2016)			
3-3	Management of material topics	1. Erion System 1.4 Materiality analysis 3. Data 3.1 Environmental data 3.1.4 Environmental impacts resulting from the direct and indirect management of the Erion System Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
302-1	Energy consumption within the organization	3. Data 3.1 Environmental data 3.1.4 Environmental impacts resulting from the direct and indirect management of the Erion System	-
302-2	Energy consumption outside the organisation	3. Data 3.1 Environmental data 3.1.4 Environmental impacts resulting from the direct and indirect management of the Erion System	-
302-3	Energy intensity	3. Data 3.1 Environmental data 3.1.4 Environmental impacts resulting from the direct and indirect management of the Erion System	-
302-4	Reduction of energy consumption	3. Data 3.1 Environmental data 3.1.4 Environmental impacts resulting from the direct and indirect management of the Erion System	-
302-5	Reductions in energy requirements of products and services	3. Data 3.1 Environmental data 3.1.4 Environmental impacts resulting from the direct and indirect management of the Erion System	-

GRI 305: Emissions (2016)			
3-3	Management of material topics	1. Erion System 1.4 Materiality analysis 3. Data 3.1 Environmental data 3.1.4 Environmental impacts resulting from the direct and indirect management of the Erion System Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	3. Data 3.1 Environmental data 3.1.4 Environmental impacts resulting from the direct and indirect management of the Erion System	-
305-2	Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	3. Data 3.1 Environmental data 3.1.4 Environmental impacts resulting from the direct and indirect management of the Erion System	-
305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	3. Data 3.1 Environmental data 3.1.4 Environmental impacts resulting from the direct and indirect management of the Erion System	-
305-4	GHG emissions intensity	3. Data 3.1 Environmental data 3.1.4 Environmental impacts resulting from the direct and indirect management of the Erion System	-
305-5	Reduction of GHG emissions	3. Data 3.1 Environmental data 3.1.4 Environmental impacts resulting from the direct and indirect management of the Erion System	-
GRI 306: Waste (2020)			
3-3	Management of material topics	1. Erion System 1.4 Materiality analysis 3. Data 3.1 Environmental data 3.1.2 Management performance of the Erion System 3.1.3 Recycling performance of the Erion System Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
306-1	Waste generation and significant waste-related impacts	3. Data 3.1 Environmental data 3.1.2 Management performance of the Erion System 3.1.3 Recycling performance of the Erion System Appendix 3: Supplementary recycling performance data	-
306-2	Management of significant waste-related impacts	3. Data 3.1 Environmental data 3.1.2 Management performance of the Erion System 3.1.3 Recycling performance of the Erion System Appendix 3: Supplementary recycling performance data	-

306-3	Waste generated	3. Data 3.1 Environmental data 3.1.2 Management performance of the Erion System 3.1.3 Recycling performance of the Erion System Appendix 3: Supplementary recycling performance data	The indicator has been adapted to the specificities of Erion
306-4	Waste diverted from disposal	3. Data 3.1 Environmental data 3.1.2 Management performance of the Erion System 3.1.3 Recycling performance of the Erion System Appendix 3: Supplementary recycling performance data	The indicator has been adapted to the specificities of Erion
306-5	Waste directed to disposal	3. Data 3.1 Environmental data 3.1.2 Management performance of the Erion System 3.1.3 Recycling performance of the Erion System Appendix 3: Supplementary recycling performance data	The indicator has been adapted to the specificities of Erion
GRI 308: Supplier environmental assessment (2016)			
3-3	Management of material topics	1. Erion System 1.4 Materiality analysis Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
308-1	New suppliers that were screened using environmental criteria	1. Erion System 1.3 The Erion System's stakeholders 2. The Collective Schemes and ECO 2.1 Erion WEEE 2.3 Erion Energy	-
GRI 400: Social			
GRI 401: Employment (2016)			
3-3	Management of material topics	1. Erion System 1.4 Materiality analysis Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
401-1	New employee hires and employee turnover	3. Data 3.2 Social data	-
GRI 402: Labor/management relations (2016)			
3-3	Management of material topics	1. Erion System 1.4 Materiality analysis 2. The Collective Schemes and ECO 2.7 Erion Compliance Organization (ECO) 3. Data 3.2 Social data Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
402-1	Minimum notice periods regarding operational changes	2. The Collective Schemes and ECO 2.7 Erion Compliance Organization (ECO) 3. Data 3.2 Social data	The disclosure was used to describe the relationship between management and staff, and the organization's staff development initiatives, particularly with regard to recruitment and training

GRI 404: Training and Education (2016)			
3-3	Management of material topics	1. Erion System 1.4 Materiality analysis 3. Data 3.2 Social data Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
404-1	Average hours of training per year per employee	3. Data 3.2 Social data	-
GRI 405: Diversity and equal opportunity (2016)			
3-3	Management of material topics	1. Erion System 1.4 Materiality analysis 3. Data 3.2 Social data Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
405-1	Diversity of governance bodies and employees	3. Data 3.2 Social data	-
GRI 413: Local communities (2016)			
3-3	Management of material topics	1. Erion System 1.4 Materiality analysis 1.5 Research and innovation The Collective Schemes and ECO 2.1 Erion WEEE 2.2 Erion Professional 2.3 Erion Energy 2.4 Erion Packaging 2.5 Erion Care 2.6 Erion Textiles 2.7 Erion Compliance Organization (ECO) Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
413-1	Operations with local community engagement, impact assessments, and development programmes	1. Erion System 1.5 Research and innovation 2. The Collective Schemes and ECO 2.1 Erion WEEE 2.2 Erion Professional 2.3 Erion Energy 2.4 Erion Packaging 2.5 Erion Care 2.6 Erion Textiles 2.7 Erion Compliance Organization (ECO)	-
GRI 415: Public policy (2016)			
3-3	Management of material topics	1. Erion System 1.1 Erion, Extended Producer Responsibility 1.4 Materiality analysis 2. The Collective Schemes and ECO 2.1 Erion WEEE 2.2 Erion Professional 2.3 Erion Energy 2.4 Erion Packaging 2.5 Erion Care 2.6 Erion Textiles 2.7 Erion Compliance Organization (ECO) Appendix 1: Methodological note on the preparation of the Report and materiality	-
415-1	Political contributions	1. Erion System 1.4 Materiality analysis 1.5 Research and innovation 2. The Collective Schemes and ECO 2.1 Erion WEEE 2.2 Erion Professional 2.3 Erion Energy 2.4 Erion Packaging 2.5 Erion Care 2.6 Erion Textiles 2.7 Erion Compliance Organization (ECO)	The disclosure was used as a reference to describe the Collective Schemes' commitment to regulatory compliance and dialogue with the institutions

GRI 417: Marketing and Labelling (2016)			
3-3	Management of material topics	1. Erion System 1.1 Erion, Extended Producer Responsibility 1.4 Materiality analysis 1.5 Research and innovation 2. The Collective Schemes and ECO 2.1 Erion WEEE 2.2 Erion Professional 2.3 Erion Energy 2.4 Erion Packaging 2.5 Erion Care 2.6 Erion Textiles 2.7 Erion Compliance Organization (ECO) Appendix 1: Methodological note on the preparation of the Report and materiality analysis	-
417-1	Requirements for information and labelling of products and services	1. Erion System 1.1 Erion, Extended Producer Responsibility 1.5 Research and innovation 2. The Collective Schemes and ECO 2.1 Erion WEEE 2.2 Erion Professional 2.3 Erion Energy 2.4 Erion Packaging 2.5 Erion Care 2.6 Erion Textiles 2.7 Erion Compliance Organization (ECO)	The disclosure was used to describe the innovative projects and institutional communication activities carried out by the Collective Schemes